



Press Release

National Labor Relations Board

Office of the General Counsel

May 13, 2010

Contact:

Office of Public Affairs

202-273-1991

publicinfo@nrlb.gov

www.nrlb.gov

Federal judge orders New York school bus company to bargain with union, rescind unilateral changes

At the request of attorneys for the National Labor Relations Board (NLRB), U.S. District Court Judge Laura Taylor Swain has ordered the operators of Ardsley Bus Corp. in Ardsley, New York, to recognize Transport Workers Union Local 100 as its employees' bargaining representative, to bargain in good faith with the union for a labor contract, to rescind unilateral changes made to employees' wages and working conditions, and to provide the union with information needed for pursuing grievances and for contract negotiations.

The injunction was granted to preserve employee rights pending a final decision by the Board on the company's alleged unfair labor practices. Attorneys for the NLRB's Manhattan Regional Office argued that the employer "engaged in an extended effort to frustrate the Union's ability to fulfill its duties" and that the injunction was "necessary to preserve employee choice of the Union as their bargaining representative."

Charges filed by the union in 2008 and 2009 alleged that the employer, also known as Gene's Bus Company, physically assaulted a union shop steward, refused to provide information needed to process grievances and bargain for a labor contract, withdrew union recognition, and unilaterally changed employee wages and working conditions. In March 2010, following a eight-day hearing, NLRB Administrative Law Judge Raymond P. Green ruled that the employer had violated the law. The employer has appealed the ruling to the NLRB in Washington, DC.

The National Labor Relations Board is an independent federal agency vested with the authority to safeguard employees' rights to organize and to determine whether to have unions as their bargaining representative. The NLRB's Office of the General Counsel has independent prosecutorial discretion under the National Labor Relations Act to issue complaints alleging unfair labor practices.

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